

Permit-Required Confined Spaces



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Abstract <p>Many workplaces contain spaces that are considered to be confined because their configurations hinder the activities of any employees who must enter into, work in, and exit from them. In many instances, employees who work in confined spaces also face increased risk of exposure to serious physical injury from hazards such as entrapment, engulfment, and hazardous atmospheric conditions. Confinement itself may pose entrapment hazards, and work in confined spaces may keep employees closer to hazards, such as machinery components, than they would be otherwise. For example, confinement, limited access, and restricted airflow can result in hazardous conditions that would not normally arise in an open workplace. The term permit-required confined space (i.e., permit space) refers to those spaces that meet the definition of a confined space and contain health or safety hazards, thereby requiring a permit for entry.</p>		
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This informational booklet is intended to provide a generic, non-exhaustive overview of a particular standards-related topic. This publication does not itself alter or determine compliance responsibilities, which are set forth in OSHA standards themselves and the *Occupational Safety and Health Act*. Moreover, because interpretations and enforcement policy may change over time, for additional guidance on OSHA compliance requirements, the reader should consult current administrative interpretations and decisions by the Occupational Safety and Health Review Commission and the courts.

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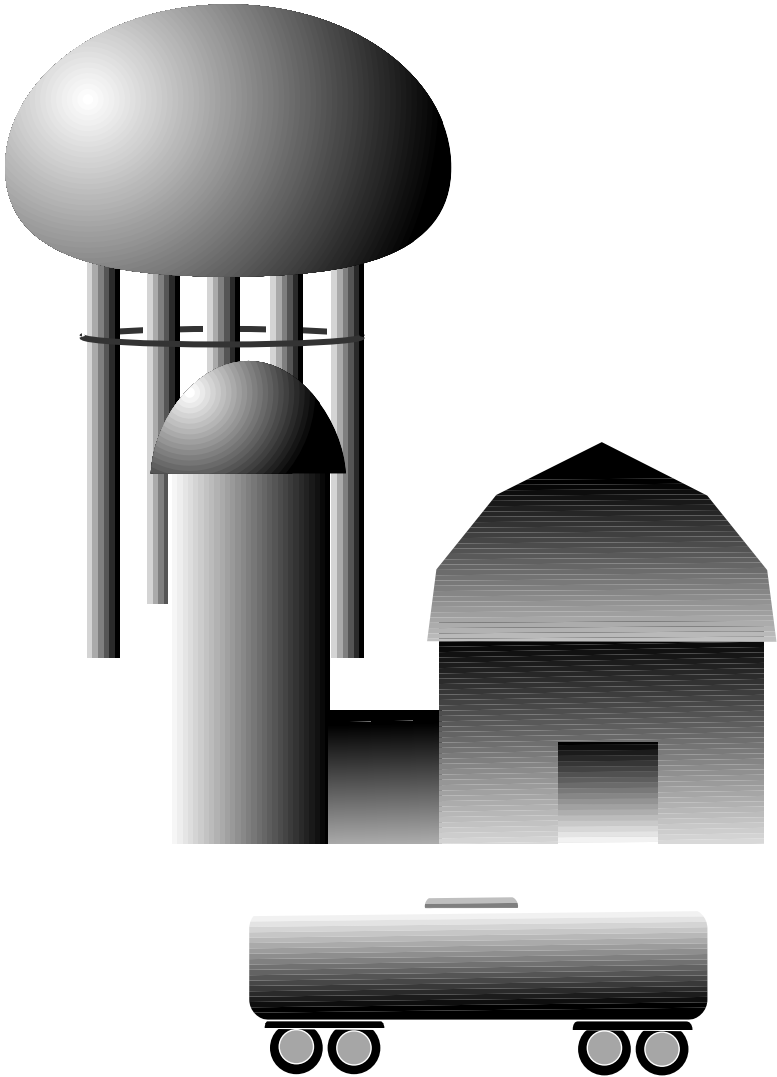
Permit-Required Confined Spaces



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Many workplaces contain spaces that are considered to be “confined” because their configurations hinder the activities of any employees who must enter into, work in, and exit from them. In many instances, employees who work in confined spaces also face increased risk of exposure to serious physical injury from hazards such as entrapment, engulfment, and hazardous atmospheric conditions. Confinement itself may pose entrapment hazards, and work in confined spaces may keep employees closer to hazards, such as machinery components, than they would be otherwise. For example, confinement, limited access, and restricted airflow can result in hazardous conditions that would not normally arise in an open workplace.

The term permit-required confined space (i.e., permit space) refers to those spaces that meet the definition of a “confined space” and contain health or safety hazards, thereby requiring a permit for entry.

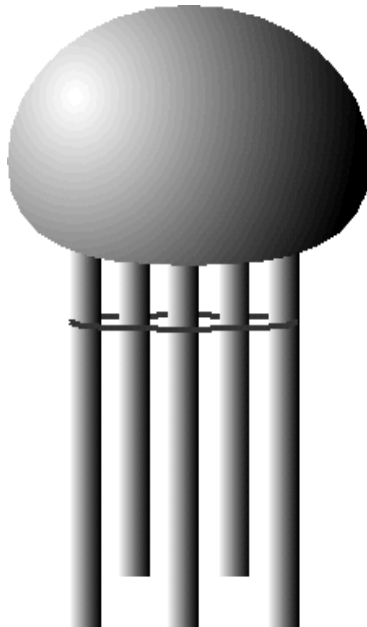
A **confined space** has limited or restricted means of entry or exit, is large enough for an employee to enter and perform assigned work, and is not designed for continuous occupancy by the employee. These spaces may include, but are not limited to, underground vaults, tanks, storage bins, pits and diked areas, vessels, and silos.

A **permit-required confined space** is one that meets the definition of a confined space and has one or more of these characteristics: (1) contains or has the potential to contain a hazardous atmosphere, (2) contains a material that has the potential for engulfing an entrant, (3) has an internal configuration that might cause an entrant to be trapped or asphyxiated by inwardly converging walls or by a floor that slopes downward and tapers to a smaller cross section, and/or (4) contains any other recognized serious safety or health hazards.

OSHA's standard for confined spaces, *Title 29 Code of Federal Regulations (CFR), Part 1910.146*, effective April 15, 1993, contains the requirements for practices and procedures to protect employees in general industry from the hazards of entry into permit-required confined spaces (i.e., permit spaces).

OSHA estimates that about 224,000 establishments in general industry have permit spaces; 7.2 million production workers are employed at these establishments, and about 2.1 million workers enter permit spaces annually.

OSHA anticipates that compliance with these regulations will avoid 53 worker deaths and injuries, 4,900 lost-workday cases, and 5,700 nonlost-time accidents annually.



Employers in general industry must evaluate the workplace to determine if spaces are permit-required confined spaces. (See flow chart.) If there are permit spaces in the workplace, the employer must inform exposed employees of the existence, location, and danger posed by the spaces. This can be accomplished by posting danger signs or by another equally effective means. The following language would satisfy the requirements for such a sign:

**DANGER—PERMIT REQUIRED CONFINED SPACE—
AUTHORIZED ENTRANTS ONLY**

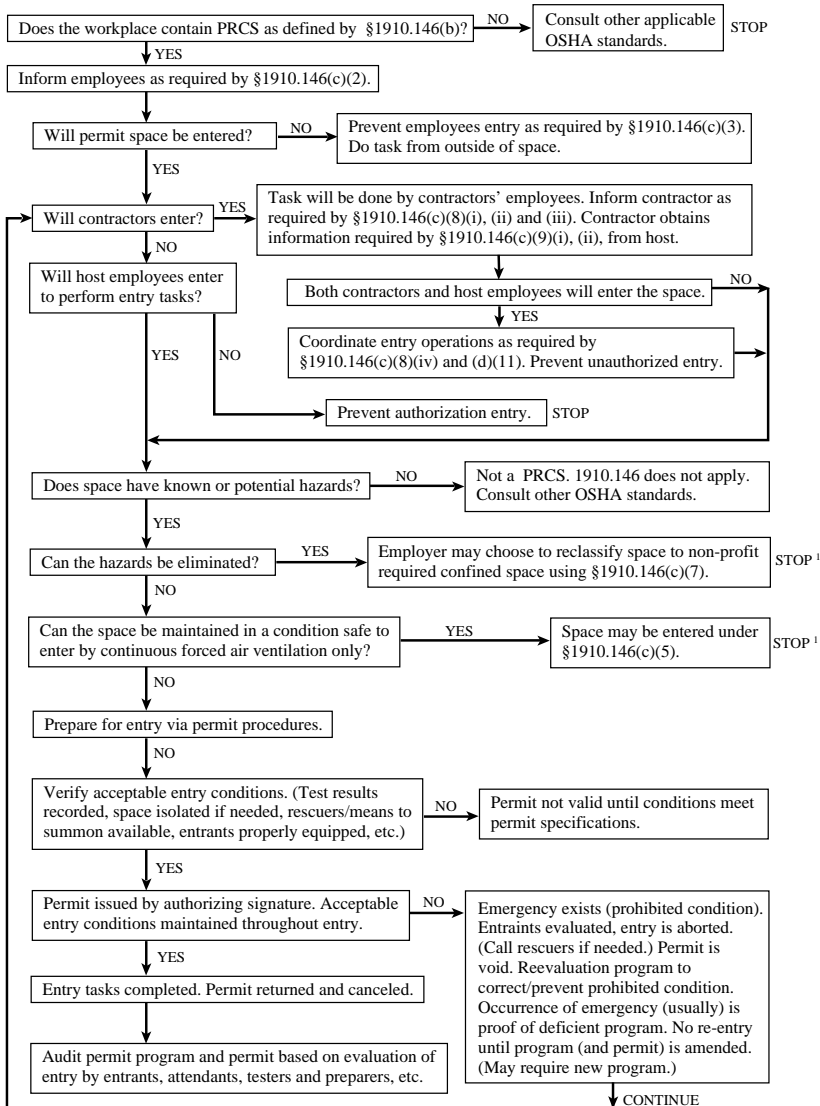
If employees are not to enter and work in permit spaces, employers must take effective measures to prevent their employees from entering the permit spaces.¹

If employees are to enter permit spaces, the employer must develop a written permit space program, which shall be made available to employees or their representatives. Under certain conditions, the employer may use alternate procedures for worker entry into a permit space.² For example, if employers can demonstrate with monitoring and inspection data that the only hazard is an actual or potential hazardous atmosphere, which can be made safe for entry by the use of continuous forced air ventilation alone, they may be exempted from some requirements, such as permits and attendants. Even in such circumstances, however, the internal atmosphere of the space must be tested first for oxygen content, second for flammable gases and vapors, and third for potential toxic air contaminants before any employee enters.

¹ See 1910.146, section (c)(1), (c)(6), and (c)(8) for requirements.

² See sections (c)(5)(i) and (c)(5)(ii) for the specific requirements of the standard.

Permit-Required Confined Space Decision Flow Chart



¹Spaces may have to be evacuated and re-evaluated if hazards arise during entry.

Does the Employer Need a Written Program?

Yes. The employer who allows employee entry must develop and implement a written program for their permit-required confined spaces. Among other things, the OSHA standard requires the employer's written program to:

- identify and evaluate permit space hazards before allowing employee entry;
- test conditions in the permit space before entry operations and monitor the space during entry;
- perform, in the following sequence, appropriate testing for atmospheric hazards: oxygen,³ combustible gases or vapors,⁴ and toxic gases or vapors;⁵
- implement necessary measures to prevent unauthorized entry;
- establish and implement the means, procedures and practices—such as specifying acceptable entry conditions, isolating the permit space, providing barriers, verifying acceptable entry conditions, purging, making inert, flushing, or ventilating the permit space—to eliminate or control hazards necessary for safe permit-space entry operations;
- identify employee job duties;
- provide, maintain, and require, at no cost to the employee, the use of personal protective equipment and any other equipment necessary for safe entry (e.g., testing, monitoring, ventilating, communications, and lighting equipment; barriers, shields, and ladders);
- ensure that at least one attendant is stationed outside the permit space for the duration of entry operations;
- coordinate entry operations when employees of more than one employer are to be working in the permit space;
- implement appropriate procedures for summoning rescue and emergency services;

³ Refer to Appendix B.

⁴ Ibid.

⁵ Ibid.

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- establish, in writing, and implement a system for the preparation, issuance, use, and cancellation of entry permits;
 - review established entry operations annually and revise the permit-space entry program as necessary; and
 - when an attendant is required to monitor multiple spaces, implement the procedures to be followed during an emergency in one or more of the permit spaces being monitored.

If hazardous conditions are detected during entry, employees must immediately leave the space, and the employer must evaluate the space to determine the cause of the hazardous atmospheres.

When entry to permit spaces is prohibited, the employer must take effective measures to prevent unauthorized entry. Non-permit confined spaces must be reevaluated when there are changes in their use or configuration and, where appropriate, must be reclassified.

Spaces that do not have or have the potential to have atmospheric hazards may be reclassified as a non-permit confined space only when all the hazards are eliminated (see 1910.146 (c)(7)). If entry is required to eliminate hazards and to obtain the data, the employer must follow procedures as set forth under sections (d) through (k) of the standard. A certificate documenting the data must be made available to employees entering the space. The certificate must include the date, location of the space, and the signature of the person making the certification.

Employers of those contractors hired to enter permit spaces must inform their contractors about the permit spaces and permit space entry requirements, any identified hazards, the employer's experience with the space (i.e., the knowledge of hazardous conditions), and precautions or procedures to be followed when in or near permit spaces. (See also 1910.146(c)(8).)

When employees of more than one employer are conducting entry operations, the affected employers must coordinate entry operations to ensure that affected employees are appropriately protected from permit space hazards. The employer also must give contractors any other pertinent information regarding hazards and operations in permit spaces and be debriefed at the conclusion of entry operations.

Is a Permit System Required?

Yes. A permit, signed by the entry supervisor and verifying that pre-entry preparations⁶ have been completed and that the space is safe to enter, must be posted at entrances or otherwise made available to entrants before they enter a permit space.

The duration of entry permits must not exceed the time required to complete an assignment. Also, the entry supervisor must terminate entry and cancel permits when an assignment has been completed or when new conditions exist. New conditions must be noted on the canceled permit and used in revising the permit space program. The standard also requires the employer to keep all canceled entry permits for at least 1 year.

What Information Is Needed on Entry Permits?

Entry permits must include the following information:

- test results;
- tester's initials or signature;
- name and signature of supervisor who authorizes entry;
- name of permit space to be entered, authorized entrant(s), eligible attendants, and individual(s) authorized to be entry supervisor(s);
- purpose of entry and known space hazards;

⁶ See paragraph (d)(3) of the standard.

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- measures to be taken to isolate permit spaces and to eliminate or control space hazards i.e., locking out or tagging of equipment and procedures for purging, making inert, ventilating, and flushing permit spaces;
 - name and telephone numbers of rescue and emergency services;
 - date and authorized duration of entry;
 - acceptable entry conditions;
 - communication procedures and equipment to maintain contact during entry;
 - additional permit(s), such as for hot work, that have been issued to authorize work in the permit space;
 - special equipment and procedures, including personal protective equipment and alarm systems; and
 - any other information needed to ensure employee safety.

Do Workers Need Training?

Yes. Before initial work assignment begins, the employer must provide proper training for all workers who are required to work in permit spaces. Upon completing this training, employers must ensure that employees have acquired the understanding, knowledge, and skills necessary for the safe performance of their duties. Additional training is required when (1) the job duties change, (2) there is a change in the permit-space program or the permit space operation presents a new hazard, and (3) when an employee's job performance shows deficiencies. Training also is required for rescue team members, including cardiopulmonary resuscitation (CPR) and first-aid training (see **Emergencies**). Employers must certify that training has been accomplished.

Upon completion of training, the employer must keep a record of employees training and make it available for inspection by employees and their authorized representatives. The record must include the employee's name, signature or initials of trainer(s), and dates of training.

In addition, the employer also must ensure that employees are trained in their assigned duties.

Authorized Entrant's Duties

- know space hazards, including information on the mode of exposure (e.g., inhalation or dermal absorption), signs or symptoms, and consequences of the exposure;
- use appropriate personal protective equipment properly (e.g., face and eye protection, and other forms of barrier protection such as gloves, aprons, and coveralls);
- as necessary, maintain communication (i.e., telephone, radio, visual observation) with attendants to enable the attendant to monitor the entrant's status as well as to alert the entrant to evacuate;
- exit from permit space as soon as possible when ordered by an authorized person, when the entrant recognizes the warning signs or symptoms of exposure exist, when a prohibited condition exists, or when an automatic alarm is activated; and
- alert the attendant when a prohibited condition exists or when warning signs or symptoms of exposure exist.

Attendant's Duties

- remain outside permit space during entry operations unless relieved by another authorized attendant;
- perform non-entry rescues when specified by employer's rescue procedure;
- know existing and potential hazards, including information on the mode of exposure, signs or symptoms, consequences of the exposure, and their physiological effects;
- maintain communication with and keep an accurate account of those workers entering the permit-required space;
- order evacuation of the permit space when a prohibited condition exists, when a worker shows signs of physi-

ological effects of hazard exposure, when an emergency outside the confined space exists, and when the attendant cannot effectively and safely perform required duties;

- summon rescue and other services during an emergency;
- ensure that unauthorized persons stay away from permit spaces or exit immediately if they have entered the permit space;
- inform authorized entrants and entry supervisor of entry by unauthorized persons; and
- perform no other duties that interfere with the attendant's primary duties.

Entry Supervisor's Duties

- know space hazards including information on the mode of exposure, signs or symptoms, and consequences of exposure;
- verify emergency plans and specified entry conditions such as permits, tests, procedures, and equipment before allowing entry;
- terminate entry and cancel permits when entry operations are completed or if a new condition exists;
- verify that rescue services are available and that the means for summoning them are operable;
- take appropriate measures to remove unauthorized entrants; and
- ensure that entry operations remain consistent with the entry permit and that acceptable entry conditions are maintained.

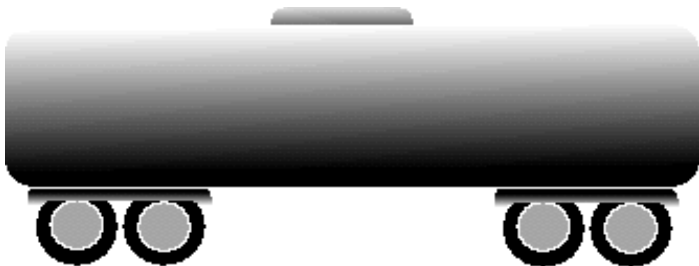
Are There Emergency Requirements?

Yes. The standard requires the employer to ensure that rescue service personnel are provided with and trained in the proper use of personal protective and rescue equipment, including respirators; trained to perform assigned rescue duties; and have had authorized entrants training.

The standard also requires that all rescuers be trained in first aid and cardiopulmonary resuscitation (CPR) and, at a minimum, one rescue team member be currently certified in first aid and in CPR. The employer also must ensure that practice rescue exercises are performed yearly, and that rescue services are provided access to permit spaces so that they can practice rescue operations. Rescuers also must be informed of the hazards of the permit space.

Also, authorized entrants who enter a permit space must wear a chest or full body harness with a retrieval line attached to the center of their backs near shoulder level, or above their heads. Wristlets may be used if the employer can demonstrate that the use of a chest or full body harness is infeasible or creates a greater hazard. Also, the employer must ensure that the other end of the retrieval line is attached to a mechanical device or to a fixed point outside the permit space. A mechanical device must be available to retrieve personnel from vertical type permit spaces more than 5 feet (1.524 meters) deep.

In addition, if an injured entrant is exposed to a substance for which a Material Safety Data Sheet (MSDS) or other similar written information is required to be kept at the worksite, that MSDS or other written information must be made available to the medical facility treating the exposed entrant.



Yes. OSHA offers a variety of programs and initiatives to help employers comply with agency standards or guidelines. The following is a brief summary of some of these efforts.

Safety and Health Program Management Guidelines

Effective management of worker safety and health protection is a decisive factor in reducing the extent and severity of work-related injuries and illnesses and their related costs. To assist employers and employees in developing effective safety and health programs, OSHA published recommended *Safety and Health Program Management Guidelines* (*Federal Register* 54 (18): 3908-3916, January 26, 1989). These voluntary guidelines apply to all places of employment covered by OSHA.

The guidelines identify four general elements that are critical to the development of a successful safety and health management program:

- management commitment and employee involvement,
- worksite analysis,
- hazard prevention and control, and
- safety and health training.

The guidelines recommend specific actions under each of these general elements to achieve an effective safety and health program. A single free copy of the guidelines can be obtained from the U.S. Department of Labor, OSHA Publications, P.O. Box 37535, Washington, DC 20013-7535, by sending a self-addressed mail label with your request.

State Programs

The *Occupational Safety and Health Act of 1970* encourages states to develop and operate their own job safety and health plans. States with plans approved under section 18(b) of the Act must adopt standards and enforce requirements that are at least as effective as federal requirements. There are currently 25 state plan states: 23 of these states administer plans covering both private and public (state and local government) employees; the other 2 states, Connecticut and New York, cover public employees only. Plan states must adopt standards comparable to federal requirements within 6 months of a federal standard's promulgation. Until such time as a state standard is promulgated, federal OSHA provides interim enforcement assistance, as appropriate, in these states. A listing of approved state plans appears at the end of this publication.

Consultation Services

Consultation assistance is available on request to employers who want help in establishing and maintaining a safe and healthful workplace. Largely funded by OSHA, the service is provided at no cost to the employer. Primarily developed for smaller employers with more hazardous operations, the consultation service is delivered by state government agencies or universities employing professional safety consultants and health consultants. Comprehensive assistance includes an appraisal of all mechanical systems, physical work practices, and occupational safety and health hazards of the workplace, and all aspects of the employer's present job safety and health program.

The program is separate from OSHA's inspection efforts. No penalties are proposed or citations issued for any safety or health problems identified by the consultant. The service is confidential.

For more information concerning consultation assistance, see the list of consultation projects at the end of this publication.

Voluntary Protection Programs (VPPs)

Voluntary Protection Programs (VPPs) and onsite consultation services, when coupled with an effective enforcement program, expand worker protection to help meet the goals of the *OSH Act*. The three VPPs—*Star*, *Merit*, and *Demonstration*—are designed to recognize outstanding achievement by companies that have successfully incorporated comprehensive safety and health programs into their total management system. They motivate others to achieve excellent safety and health results in the same outstanding way as they establish a cooperative relationship among employers, employees, and OSHA.

For additional information on VPPs and how to apply, contact the OSHA area or regional offices listed at the end of this publication.

Training and Education

OSHA's area offices offer a variety of informational services, such as publications, audiovisual aids, technical advice, and speakers for special engagements. OSHA's Training Institute in Des Plaines, IL, provides basic and advanced courses in safety and health for federal and state compliance officers, state consultants, federal agency personnel, and private sector employers, employees, and their representatives.

OSHA also provides funds to nonprofit organizations, through grants, to conduct workplace training and education in subjects where OSHA believes there is a lack of workplace training. Grants are awarded annually and grant recipients are expected to contribute 20 percent of the total grant cost.

For more information on grants, training and education, contact the OSHA Training Institute, Office of Training and Education, 1555 Times Drive, Des Plaines, IL 60018, (847) 297-4810; (847) 297-4874 fax.

For further information on any OSHA program, contact your nearest OSHA area or regional office listed at the end of this publication.

Electronic Information

Internet—OSHA standards, interpretations, directives, and additional information are now on the World Wide Web at <http://www.osha.gov>.

CD-ROM—A wide variety of OSHA materials, including standards, interpretations, directives, and more, can be purchased on CD-ROM from the U.S. Government Printing Office. To order, write Superintendent of Documents, P.O. Box 371954, Pittsburgh, PA 15250-7954 or phone (202) 512-1800. Specify OSHA Regulations, Documents and Technical Information on CD-ROM (ORDT). Order No. is S/N 729-1300000-5. The price is \$38.00 annually (\$47.50 foreign); single copy \$15.00 (\$18.75 foreign).

Emergencies

For life-threatening situations, call (800) 321-OSHA. Complaints will go immediately to the nearest OSHA area or state office for help.

For further information on any OSHA program, contact your nearest OSHA area or regional office listed at the end of this publication.

A single free copy of the following items may be obtained from the OSHA Publications Office, U.S. Department of Labor, OSHA Publications, P.O. Box 37535, Washington, DC 20013-7535. Telephone (202) 219-4667 or fax to (202) 219-9266. Send a self-addressed mailing label with your request.

Access to Medical and Exposure Records — OSHA 3110

All About OSHA — OSHA 2056

Chemical Hazard Communication — OSHA 3084

Consultation Services for the Employer — OSHA 3047

Control of Hazardous Energy (Lockout/Tagout) — OSHA 3120

Employee Rights and Responsibilities and Courses of Action Following an OSHA Inspection — OSHA 3000

OSHA Inspections — OSHA 2098

Personal Protective Equipment — OSHA 3077

Respiratory Protection — OSHA 3079

The following publications are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402, (202) 512-1800. Include GPO Order No. and make checks payable to the Superintendent of Documents.

Controlling Electrical Hazards — OSHA 3075
Order No. 029-016-00126-3; cost: \$1.00.

Hazard Communication - A Compliance Kit — OSHA 3104
Order No. 029-016-00147-6; cost: \$18.00.

Hazard Communication Guidelines for Compliance —
OSHA 3111. Order No. 029-016-00163-8; cost: \$1.50.

Principal Emergency Response and Preparedness Requirements in OSHA Standards and Guidance for Safety and Health Programs — OSHA 3122
Order No. 029-016-00154-9; cost: \$3.75.

Training Requirements in OSHA Standards and Training Guidelines — OSHA 2254. Order No. 029-016-00160-3; cost: \$6.00.

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Office Building - 12
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North Carolina Department
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Department of Consumer
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Tennessee Department
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Industrial Commission
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(801) 530-6898

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Montpelier, VT 05620
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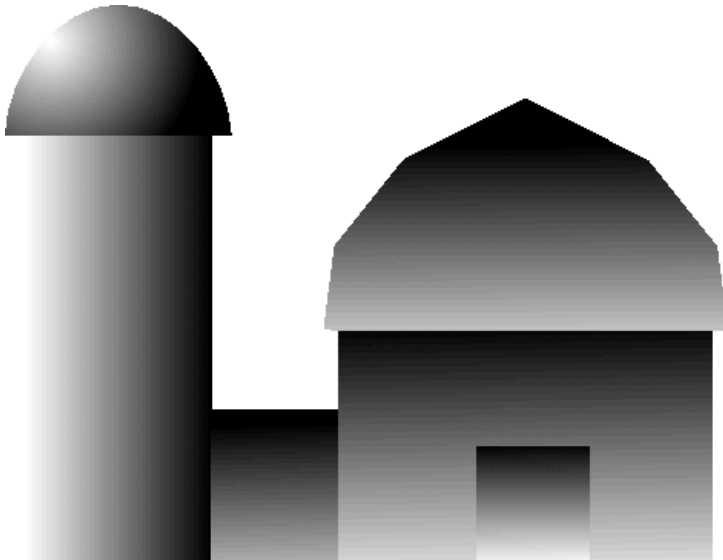
(H) - Health

(S) - Safety

Area	Telephone
Albany, NY	(518) 464-4338
Albuquerque, NM	(505) 248-5302
Allentown, PA	(610) 776-0592
Anchorage, AK	(907) 271-5152
Appleton, WI	(414) 734-4521
Austin, TX	(512) 916-5783
Avenel, NJ	(908) 750-3270
Baltimore, MD	(410) 962-2840
Bangor, ME	(207) 941-8177
Baton Rouge, LA	(504) 389-0474
Bayside, NY	(718) 279-9060
Bellevue, WA	(206) 553-7520
Billings, MT	(406) 247-7494
Birmingham, AL	(205) 731-1534
Bismarck, ND	(701) 250-4521
Boise, ID	(208) 334-1867
Bowmansville, NY	(716) 684-3891
Braintree, MA	(617) 565-6924
Bridgeport, CT	(203) 579-5581
Calumet City, IL	(708) 891-3800
Carson City, NV	(702) 885-6963
Charleston, WV	(304) 347-5937
Cincinnati, OH	(513) 841-4132
Cleveland, OH	(216) 522-3818
Columbia, SC	(803) 765-5904
Columbus, OH	(614) 469-5582
Concord, NH	(603) 225-1629
Corpus Christi, TX	(512) 888-3420
Dallas, TX	(214) 320-2400
Denver, CO	(303) 844-5285
Des Plaines, IL	(847) 803-4800
Des Moines, IA	(515) 284-4794
Englewood, CO	(303) 843-4500
Erie, PA	(814) 833-5758
Fort Lauderdale, FL	(954) 424-0242
Fort Worth, TX	(817) 428-2470

Area	Telephone
Frankfort, KY	(502) 227-7024
Harrisburg, PA	(717) 782-3902
Hartford, CT	(860) 240-3152
Hasbrouck Heights, NJ	(201) 288-1700
Guaynabo,PR	(787) 277-1560
Honolulu, HI	(808) 541-2685
Houston, TX	(281) 286-0583
Houston, TX	(281) 591-2438
Indianapolis, IN	(317) 226-7290
Jackson, MS	(601) 965-4606
Jacksonville, FL	(904) 232-2895
Kansas City, MO	(816) 483-9531
Lansing, MI	(517) 377-1892
Little Rock, AR	(501) 324-6291
Lubbock, TX	(806) 472-7681
Madison, WI	(608) 264-5388
Marlton, NJ	(609) 757-5181
Methuen, MA	(617) 565-8110
Milwaukee, WI	(414) 297-3315
Minneapolis, MN	(612) 348-1994
Mobile, AL	(334) 441-6131
Nashville, TN	(615) 781-5423
New York, NY	(212) 466-2482
Norfolk, VA	(804) 441-3820
North Aurora, IL	(630) 896-8700
North Syracuse, NY	(315) 451-0808
Oklahoma City, OK	(405) 231-5351
Omaha, NE	(402) 221-3182
Parsippany, NJ	(201) 263-1003
Peoria, IL	(309) 671-7033
Philadelphia, PA	(215) 597-4955
Phoenix, AZ	(602) 640-2007
Pittsburgh, PA	(412) 644-2903
Portland, OR	(503) 326-2251
Providence, RI	(401) 528-4669
Raleigh, NC	(919) 856-4770

Area	Telephone
Salt Lake City, UT	(801) 487-0073
Sacramento, CA	(916) 566-7470
San Diego, CA	(619) 557-2909
Savannah, GA	(912) 652-4393
Smyrna, GA	(770) 984-8700
Springfield, MA	(413) 785-0123
St. Louis, MO	(314) 425-4249
Tampa, FL	(813) 626-1177
Tarrytown, NY	(914) 524-7510
Toledo, OH	(419) 259-7542
Tucker, GA	(770) 493-6644
Westbury, NY	(516) 334-3344
Wichita, KS	(316) 269-6644
Wilkes-Barre, PA	(717) 826-6538
Wilmington, DE	(302) 573-6115



Region I**(CT,* MA, ME, NH, RI, VT*)**

JKF Federal Building

Room E-340

Boston, MA 02203

Telephone: (617) 565-9860

Region II**(NJ, NY,* PR,* VI*)**

201 Varick Street

Room 670

New York, NY 10014

Telephone: (212) 337-2378

Region III**(DC, DE, MD,* PA, VA,* WV)**

Gateway Building, Suite 2100

3535 Market Street

Philadelphia, PA 19104

Telephone: (215) 596-1201

Region IV**(AL, FL, GA, KY,* MS, NC, SC,* TN*)**

Atlanta Federal Center

61 Forsyth Street, SW, Room 6T50

Atlanta, GA 30303

Telephone: (404) 562-2300

Region V**(IL, IN,* MI,* MN,* OH, WI)**

230 South Dearborn Street

Room 3244

Chicago, IL 60604

Telephone: (312) 353-2220

Region VI**(AR, LA, NM,* OK, TX)**

525 Griffin Street

Room 602

Dallas, TX 75202

Telephone: (214) 767-4731

Region VII**(IA,* KS, MO, NE)**

City Center Square

1100 Main Street, Suite 800

Kansas City, MO 64105

Telephone: (816) 426-5861

Region VIII**(CO, MT, ND, SD, UT,* WY*)**

1999 Broadway, Suite 1690

Denver, CO 80202-5716

Telephone: (303) 844-1600

Region IX**(American Samoa, AZ,* CA,* Guam, HI,* NV,* Trust Territories of the Pacific)**

71 Stevenson Street

Room 420

San Francisco, CA 94105

Telephone: (415) 975-4310

Region X**(AK,* ID, OR,* WA*)**

1111 Third Avenue

Suite 715

Seattle, WA 98101-3212

Telephone: (206) 553-5930

*These states and territories operate their own OSHA-approved job safety and health programs (Connecticut and New York plans cover public employees only). States with approved programs must have a standard that is identical to, or at least as effective as, the federal standard.

